Organizing Drive Rolls On

Northeastern and Eastern Conferences in Joint Meeting in New York City

Recently at the Hotel Lexington in New York City a joint Organizational Conference meeting was held by the Eastern Organizational Conference and the Northeastern Organizational Conference. Between the morning and afternoon sessions Local 153 of New York was host to its delegates for a luncheon in the Luna Room. A very tasty and attractively served luncheon was served in true Italian style. During the afternoon a panel discussion was conducted by International Representative Leo J. Wallace. During the panel, Conference Organizers, Koening, outlined the procedures for receiving handbills. Emma Flinn, delegate from Local No. 6, Boston, outlined new house rules and personal conduct should be made with prospective members. Associate Counsel Walter Colleran gave a discussion covering the procedures under the Taft-Hartley Act and a general discussion of the NLRB. Director of Organizing Douglas outlined the most effective use of handbills and Moderator Wallace was the final speaker, discussing contracts. How to prepare them, how to fulfill proposals, and main claims that should be included in any agreement. Question and answer periods were conducted following the presentation of each panel member. There was also a question and answer period when all of the panel members had finished their presentation. The two conferences made a motion to hold the next Northeastern Organizational Conference meeting in Boston, Mass., and the next Eastern Organizational Conference meeting in New York, N. Y. Photo above shows lunchtime meeting in Luna Room.

Local 153 Uses Car Card

The Executive Board of Local 153 decided to step up organization activities in the New York area by advertising that a White Collar union exists. In spelling out the details of how program it was decided to take advertising space in the New York Subway System. An Advertising firm was engaged and the card which was finally drafted depicted a Master of Ceremonies speaking into a microphone and a picture of an office employee wearing a pair of earphones. The language on the card described the illustration with the statement, "White Collar workers hit 51,000 Jack Pax." The M.C. then asks the question, "How much more would you earn in a union uniform?" The card also makes the statement that members of the Office Employees International Union earn an average of $3,000 a year more. The card invites employees to write to Local 153 giving the address and phone number for full information regarding organizations which will be given in confidence.

NAM Girds to Stop White Collar Organizing

The National Association of Manufacturers' industrial relations expert has finally come up with an explanation of why the NAM's offensive attempts to stem unionization have failed: "I. L. B. Burk told the NAM's 26th Industrial Relations Institute held recently in Hollywood, Fla., management was "practically out of ideas." But, he warned, while "we have lost the battle of the white collar workers we can't afford to lose the battle of the white collar workers." The A-F-C-I-O's drive to organize white collar workers has proved a major challenge to management. Business and industry, he added, must demonstrate that the white collar workers should be part of management.

Burk averred that management is not as anxious to unionize as such, "it's a matter of up-management against union-management.

The way to stop the white collar organizing drive, he stated, is to provide good supervision for white collar workers, give them pencils, a chance for advancement, fair salaries, security and a congenial work environment.

Some old story—lots of pressure—no money.

COPE Area Lists

The A-F-C-I-O Committee on Political Education (COPE) will hold its annual series of area conferences this year in 11 cities, with one scheduled for Boston, Mass., on Saturday, April 27.

James L. McDermott, national director of COPE, Deputy Director Alexander Burkman, Assistant Director William McKelvy, Jr., Special Representative Philip Wightman, and one or both of the co-directors of the Women's Activities Department, Mrs. Esther Mauer, and Mrs. Margaret Thome, will address each conference, together with the area director of the region in which the meeting is held.

Victories Scored in Texas, Wisconsin and California

The OBU is continuing to win representation rights for white collar workers throughout the country. To date, our latest victories were Cadahy Brothers Packing Co. in Milwaukee, Wis.; the Niagara Food Machinery, Richmond, Calif., and Koppers Co., Inc., Chemical Division, Port of Baltimore.

The campaign at Cadahy Bros. Co. was carried on by Local 9, its officers and organizing committee. Local 9 was assisted in this endeavor by Conference Organizer Art Lewandowski. As a result of a vigorous campaign the final vote was 66 for the OBU and 63 against. Local 9 also has several campaigns under way which they expect to culminate shortly. Some of these are: the Westinghouse Co., Eastern Motors, Patroit Brewing Co., and General Electric X-Ray.

The campaign at Niagara Co., in Richmond, Calif., was conducted by Local 243 under the direction of Secretary-Treasurer Mabel D'A. Colli with the assistance of Organizational Conference Organizer "Chuck" Hegle. The final vote showed that the employees authorized the OBU as the collective bargaining agency by a vote of more than 3 to 1.

The campaign at Koppers in Port Arthur, Tex., was conducted by Local 66 with the assistance of International Representative Frank Morton. The final vote was almost by acclamation. There was only one unmarked ballot. It is anticipated that contracts will be signed for these companies in the immediate future.

CAPS

We refer all communications to the attention of the Executive Board of Local 153 Uses Car Card.

CAPS
Walter Pidgeon Speaks for the Stars

A representative of white collar workers the OEU is deeply interested in the article of the May issue of the "American Federationist" written by Walter Pidgeon, president of the Screen Actors Guild. President Pidgeon, in this article points out that before the Screen Actors Guild won its first collective bargaining contract in 1933, half of the actors working in pictures earned less than $2,000 a year gross before deductions of agents' fees. Less than 10 percent earned as much as $5,000 gross and agents' fees took quite a hunk of the actor's salary.

It was common practice in the studios for actors to have to work late every Saturday night and often into the early hours of Sunday morning. When a legal holiday occurred in mid-week the actor often would have to work the following Sunday to make up for the holiday. Meal periods came at the producer's convenience not necessarily to meet the needs of the actor. There was seldom any twelve-hour rest in between; actors sometimes worked on a set as late as 2 or 3 a.m. and then were ordered to report back at 8 a.m. the same day. Actors were not paid for overtime, and there was no provision for work on Saturday, Sunday, and Holidays or for night work.

In March of 1933 the producers forced actors under contract to take a 50 percent pay cut and all free-lance actors to take a 20 percent cut. In those days the screen actors had no union to turn to so they took the cut. On May 9, 1937, the Screen Actors Guild won recognition for the employees and a union shop contract. The first gains covered conditions for the extra players and low salaried bit players; it also provided for working conditions for all actors. The Screen Actors Guild is still negotiating improvements of conditions such as minimum fees and fees for the film of filmed commercials as well as residual payments to the actors for reruns of television entertainment films.

"Before we won our first collective bargaining contract, half of the actors working in pictures earned less than $2,000 a year gross, before deduction of agents' fees," Pidgeon writes. "Less than 10 percent earned as much as $5,000 gross. And agents' fees took quite a hunk of an actor's salary."

"It was common practice in the studios for actors to have to work late every Saturday night and often into the early hours of Sunday morning, thus destroying the actor's day of rest. When a legal holiday occurred in mid-week, the actor often would have to work the following Sunday to make up for the holiday."

"Legal periods came at the producer's convenience, not necessarily to meet the human needs of the actor. . . . "Actors were not paid-for overtime, and there was no premium pay for work on Saturdays, Sundays and holidays or for night work."

"These are just a few of the many bad working conditions existing before the movie actors formed their union."

It is readily understandable that if individuals such as screen actors need the protection of a union to exercise their collective strength to protect the working conditions of the individuals, it is just as necessary that we as white-collar workers recognize the need for a union to protect the working conditions of ourselves and improve wages and working conditions. The white-collar workers in America are currently awakening to this necessity and are forming unions in increasing numbers which will work toward the goals of the International Union so that we may through joint efforts improve the economic status of the white-collar workers of America."

**Brown Paper Employees Sign Contract**

Buffalo, N. Y. — Business Representative Emil W. Stiek announced that the recently organized employees of the Brown Paper Company have signed a three-year agreement covering the currently organized employees of the Brown Paper Company. This new contract provides raises from $5 to $3 per week in the minimum rates with automatic increments from $3 to $2 an hour upon completion of stipulated probationary periods. There is a further wage review clause effective July 15, 1957. The vacation clause provides up to 4 weeks vacation if an employee is required to work on any of the 8 holidays set forth in the agreement the company agrees to pay triple time and one half for all time worked; regular pay is paid for day double; and all work over the 35hr work week shall be paid for at time and one half. Along with providing sick leave the contract covers fraternities, leave, health, accident and hospitalization insurance, in addition to two 15-minute rest periods, a dinner hour of 1/2 hour is guaranteed. This one year contract also includes leave of absence for personal reasons, military leave, jury duty, maternity leave and vacation; and vacation proceeds are covered by job holding and normal seniority provisions.

International Representative Leo Whiteside announced that the employees are very happy with this first agreement.

**Merged Local 42 Elects Officers**

Local 46 of Boston, N. H., has signed their first agreement covering the currently organized employees of the Brown Paper Company. This new contract provides raises from $5 to $3 per week in the minimum rates with automatic increments from $3 to $2 an hour upon completion of stipulated probationary periods. There is a further wage review clause effective July 15, 1957. The vacation clause provides up to 4 weeks vacation if an employee is required to work on any of the 8 holidays set forth in the agreement the company agrees to pay triple time and one half for all time worked; regular pay is paid for day double; and all work over the 35 hr work week shall be paid for at time and one half. Along with providing sick leave the contract covers fraternities, leave, health, accident and hospitalization insurance, in addition to a 15 minute rest period, a dinner hour of 1/2 hour is guaranteed. This one year contract also includes leave of absence for personal reasons, military leave, jury duty, maternity leave and vacation; and vacation proceeds are covered by job holding and normal seniority provisions.

International Representative Leo Whiteside announced that the employees are very happy with this first agreement.
Detroit, Mich.—Local 42 through its President Winfred Shaperon, announces their removal with the Ford Local 600 UAW has been completed with much publicity by radio, telephones and in the papers because this is one of the first agreements with a 30-hour week clause in it. This is quite an improvement in the hours of work clause. The work week is 30 hours and the work day is 6 hours. The contract will run for one year.

Detroit, Mich.—Continuing their rapid pace of organizing activities, Office Workers Union Local 42, announces the success of its campaign to sign up the historic electrical employes of the R. L. Polk Co.

The two-month campaign reached a conclusion this week, with the union making formal demands for recognition. Pledges of co-operation have been received by Robert C. Corigian and Winnie Shapero, officers of Local 42, from the printing trades unions on the property.

The success of this campaign will make this firm 100 percent union, forever, door to back, said the 42 Local officers.

Ogdens, Utah—Local No. 220 reports that negotiations have been started with Fillibrand Inc. As a result of these negotiations it is agreed that effective January 1, 1957, the minimum maximum salary rate in Groups W, VI through V, are increased by $75 per month. This increase shall be applicable to all employees covered by the current collective bargaining agreement as of January 1, 1957, and thereafter. This agreement which present salary rate exceeds the maximum rate in their group by more than $75. The contract will expire January 1, 1958.

Milwaukee, Wis.—A new two-year agreement covering the present and future wages was reached with the Miller Brewing Co. The new agreement provided for $10.00 per month increase to March 1, and a $20.00 per month increase on March 1, 1958. Minimums and maximums of the salary ranges were raised 5 percent and will be increased another 5 percent next year. This contract generally is the same in collective bargaining agreement except that the union (represented by Business Representative Harold L. Beck and committee members George Ferris and Al Christiansen. A supplementary agreement was nego-

th the unce stoppage of the agreement signed February 20th and will run until Feb. 1, 1958. The minimums were increased from 5 to 8 percent ($11.00 to $46.00 per month). Maximums were increased 5 percent ($12.50 to $32.50) per month. The individual increases varied according to the positions the employee occupies in his salary range and were retroactive to Jan. 28. The bargaining committee members who assisted Business Representative Beck in the negotiations were: Walter Ullrich, Bill Schmid, Roy Nain Mal and Frank Gendrich.

New Haven, Conn.—Local 329 at the Knights of Columbus National Headquarters is laying claim in the fact that the company quite possibly they are represented by one of the youngest business representatives in the country.

Following the recent resignation of Business Representative Jerry Jeff in East Hartford, the Local 329 executive board unanimously elect Edward T. Himes in his successor. Himes, who is 19 years old, serves as a member of the labor-management committee, is a delegate to the New Haven Labor Council, and has been a delegate to all of the Northeastern Regional Conferences. Despite his youth he holds many responsible positions in the community including the secretaryship of the St. Benedict's Men's League, and chairman of the Connecticut Junior Red Cross Training Center, assistant to the disaster chair, the New Haven Chapter of Ictu Clubs, and chief advisor in the Red Cross activities for the eastern area.

In spite of these outside activities Himes finds time to be a member of the permanent negotiating committee of the local, a member of the grievance committee, and editor of the Local 329 "Monthly News Sheet.

The Local 329 Executive Board accepted the resignation of Junior Grady with regret and passed by to the youngest business representative deserving the outstanding service he performed for the local.

OEU Local 338 Signs First Contract

The 95 office employees of Dominion Rubber Co. Ltd., St. Jerome, Que., members of OEU Local 338, have made settlement on a first contract for a period of two years.

Seven months elapsed between the period of certification to the signature of this first contract, and these office employees should be congratulated for the task of "esprit de corps" maintained during these lengthy negotiations.

The agreement provides for does deduction, grievance and arbitration procedures, reduction of hours of work for some of the employees, overtime premium at the rate of time and one-half, eleven paid statutory holidays, office wide seniority in case of vacation, promotions, transfers, layoffs and recall. Also, provisions for vacation with pay, two weeks after ten months, three weeks after fifteen years. The company has agreed to maintain the leave of absence for personal sickness. New provisions for ten minutes' rest period in the morning and the afternoons, a new job classification with automatic progresses which is considered by the union to represent an average increase of 12.5 percent over a period of two years.

The negotiating committee was composed of Joan Paul Levellie, president of the local; Michael Chipton, vice-president; Aurelie Pouliot and Miss Gertrude Larocque, assisted by Romeo Cordwell, organizer.

Are your chances against cancer any better today?

The answer's ye...1% Formerly, we could cure one out of every two cancer victims. Today, it's one out of 3. So... why the big 1%? Because the odds against cancer depend on you. Only you can keep alert for any of the early signals, and see your doctor about even the tiniest "maybe." Only you can give us the money we need to keep re-search going full speed. Remember, time is every bit as critical as money. But so don't wait! See your doctor for a health checkup. And send a check to "Cancer" in care of your local Post Office.

American Cancer Society.
Planting Time!

What Leading Church Groups Say About Union Organizing

PROTESTANT

Statement of the Executive Board of the Division of Christian Life and Work, National Council of the Churches of Christ in the U. S. A., July 1956. Most of the Protestant faithful are active in the Council:

"We recognize the right of both employees and employers to organize for collective bargaining, and in connection with employers we believe that it is generally desirable to do so."

"The recognition by protestant church unions of labor unions as an important form of social organization has been made clear. For example, in 1912 the Federal Council of the Churches of Christ in America recognized the right of employers and employees alike to organize. . . . In 1932 this position was expanded to include the right of employees and employers alike to organize for collective bargaining and social action, protection of both in the exercise of this right, the obligation of both to work for the public good."

"Again in 1940 this same body voted as follows: That the Federal Council regard its convictions that not only has labor a right to organize but also that it is socially desirable that it do so because of the need for collective action in the maintenance of standards of living."

CATHOLIC

Statement of Catholic Bishops of United States, November, 1940:

"Labor can have no effective voice as long as it is unorganized. To protect its right it must be free to bargain collectively through its own chosen representatives. If labor when unorganized is dishonored, the only alternative is to cease work and thus undergo the great hardships which follow unemployment."

PLUS XII, September, 1956:

"The various parts of the social organism are not made to fight each other, but to complete each other in a fruitful harmony of activity and work. Worker's organizations have been encouraged by the Church, not that they may fight against management, but in order to promote harmony between capital and labor, in this way reaching the economic ends whereto they justly aspire."

PLUS XI, Quadragesimo Anno:

"They were with criminal injustice denying the natural right to form associations to those who needed it most to defend themselves from ill-treatment at the hands of the powerful. There were even some who looked askance at the efforts of workers to form associations of this type as if they smacked of a socialist or revolutionary spirit."

JEWISH

Statement of Central Conference of American Rabbis:

"The same rights of organization which rest with employers rest also with those whom they employ. Modern life has permitted worth to coalesce itself through organizations into corporations. Workers have the same inalienable right to organize according to their plan for their common good and to bargain collectively with their employers through such honorable means as they may choose. "We believe that the democratic participation of workers in the councils of management will not only increase efficiency as the knowledge and experience of workers will be available to management."

"But also it will prevent many of the tragedies, such as irregularity of employment, and speed-up, which are the consequences of the operation of industry from the viewpoint of management alone."

Dateline Genève

As I write this, I am in a hotel in Geneva, Switzerland, awaiting the start of the meeting of the ILO Committee on Salaried Employees and Professional Workers, which is scheduled to begin tomorrow morning (April 1, 1957) at the Palace of Nations. Russell Stephens, president of the American Federation of Technical Engineers, is a co-delegate to this meeting. It will be remembered that Brother Stephens and I were the worker-delegates to the prior meeting of this Committee in 1955.

For the past day and a half I have been in constant discussion with Mr. Jerry Szyzko-Bohus, president of the Office Employes International Union, Local 340 at Munich, Germany. Approximately eight months ago we chartered this union of 260 members employed by Radio Free Europe at Munich. Our Local 340 is the collective bargaining agent for the dollar-paid employees of RFE.

Radio Free Europe's Job

While the greater part of our discussions were confined to the collective bargaining problems of Local 340, I could not keep myself from marveling at the wonderful accomplishments of Radio Free Europe—the only radio program of its kind in Europe. RFE is composed primarily of representatives of satellite nations who were forced to flee from Poland, Czechoslovakia, Hungary, and other Iron Curtain countries, in order to escape the yoke of Soviet oppression. These people plan, write, direct and deliver regular daily programs to their former homelands. These programs operate 16 hours a day. They are the only contact the people of the satellite nations have with the free world. Without this daily guidance, which is hope eternal for the oppressed peoples of the Iron Curtain countries, they might have long since given up hope. Evidence, however, is mounting daily which indicates that these programs are listened to regularly by multitudes of the oppressed. Examples have attested to the value of the RFE program. Numerous letters smuggled out of these countries call for the continuance of this vital radio contact.

I intend to fly to Munich this week-end to address our membership there. It will be the first time that these people will have seen a representative of the OEIU. It will be my intention to assure them of the powerful support of the AFL-CIO. While they are engaged in an important task, they, too, know the need for collective bargaining, and because they are bargaining with an American management they require the support of the American labor movement. Henderson Douglas, OEIU director, has been conducting negotiations in New York City with the aid of top officials of the AFL-CIO.

I expect to be interviewed as to labor conditions in America. This interview will be recorded and broadcast to the Iron Curtain countries.

Super Salesmen Win Super Pact

The salaried employees of the Continental Consolidated, New York City, distributors for Super Cool beverages, recently achieved their first sampling of union conditions for salaried. This was brought about through a contract negotiated on their behalf by Business Representative Charles Ponti of the Local 153 union staff.

The contract provides for:

1. A $10.00 per week across the board increase
2. An increase in our allowance of $25.00 per week.
3. Ten (10) yearly holidays plus time off for voting on election day.
5. Pay when on jury duty.
6. Vacation—three (3) weeks' vacation after five (5) years of service.
7. The Local 153 welfare plan.
8. The contract is for a period of one year and was negotiated with the aid of Shop steward Winston Grig.

First Dental Group Organized by Local 153

The office, clerical and technical employees for a group of 21 dentists were organized last week by Business Representative Donald Blake.

He reports he received invaluable help from Helen Quinn, a shop steward of Local 153. The drive was conducted through the joint industry board.

Local 153 has organized the S. S. White Co., a dental manufacturing firm, but this is the first organizational success of office employees of dentists.